



WILLIAM T FUJIOKA
Chief Executive Officer

County of Los Angeles
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"To Enrich Lives Through Effective And Caring Service"

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July 09, 2013

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, California 90012

Dear Supervisors:

**EMPLOYEE RELATIONS COMMISSION RESTRUCTURING
(ALL DISTRICTS - 3 VOTES)**

SUBJECT

This letter and the accompanying ordinance amendments restructure the three member Employee Relations Commission (ERCOM). The Commission will be restructured so that one member will be appointed by the Board from a list of nominees submitted by the Chief Executive Officer (CEO), one member from a list of nominees submitted by a committee of the County's labor unions, and the third member will be appointed from a list of nominees jointly recommended by the CEO and the labor unions. The compensation of the ERCOM commissioners will also be increased, in order to permit careful review of the sometimes complex labor issues that the Commission must decide.

IT IS RECOMMENDED THAT THE BOARD:

Approve the accompanying ordinance amendments establishing new procedures for appointing the three members of the Employee Relations Commission (ERCOM), changing ERCOM's role in arbitration, and compensating commissioners for work performed on behalf of ERCOM; and

Instruct the Auditor-Controller to make all payroll system changes necessary to implement the change in compensation for commissioners.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

This action will enhance the efficiency and professionalism of ERCOM.

Implementation of Strategic Plan Goals

The action recommended in this letter promotes workforce excellence by creating a more functional

structure for ERCOM, and providing sufficient resources to attract highly qualified labor relations professionals to serve on the commission.

FISCAL IMPACT/FINANCING

Actual expenditures will be determined by the number of hours commissioners will spend on activities for the Employee Relations Commission. Maximum increase in expenditures is \$144,000.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

The Employee Relations Commission (ERCOM) is the administrative body that governs labor relations for the County. ERCOM determines appropriate bargaining units, who will represent them, and what classifications will be represented in each unit. ERCOM also decides whether or not anyone has violated the Employee Relations Ordinance, and if so, how it should be remedied.

Currently the three members of the commission are appointed by the Board from a list of nominees jointly developed by County management and employee unions. Having to choose commissioners acceptable to all sides eliminates otherwise highly qualified candidates perceived as being too favorable to management or labor. The current practice of paying commissioners for each meeting attended will be replaced by a funding mechanism that will encourage more qualified candidates to serve on ERCOM.

The proposed ordinance changes will fix the structural weaknesses of ERCOM. More qualified labor relations professionals will be available to serve on ERCOM, and the increased compensation will provide the incentive for them to devote the time necessary to do a creditable job. ERCOM will also give up its role in approving requests for arbitration, as this has become a pro-forma activity that consumes disproportionate time at ERCOM meetings. The County and unions will determine new procedures for deciding how grievances may proceed to arbitration. These amendments have been negotiated with the Coalition of County Unions (CCU) and SEIU Local 721, which represent the majority of County employees.

The accompanying amendments have been approved as to form by the County Counsel.

IMPACT ON CURRENT SERVICES (OR PROJECTS)

Implementation of this change is expected to improve efficiency in the provision of public services.

The Honorable Board of Supervisors

7/9/2013

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Respectfully submitted,

A handwritten signature in black ink, appearing to read 'W. T. Fujioka', with a long horizontal line extending to the right.

WILLIAM T FUJIOKA

Chief Executive Officer

WTF:JA:RM

RA:mst

Enclosures

c: Auditor-Controller
County Counsel
Executive Office, Board of Supervisors